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E-News



September 2018

Tennessee Department of Transportation Civil Rights Division

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2018 Annual Title VI Employee Training

Thank you for your participation in the 2018 Annual Employee Title VI Training. This was a team effort on everyone's part to ensure TDOT reached its objective of providing a meaningful Title VI training; a training that equipped our employees with the tools and knowledge needed to run our agency's programs and activities in a nondiscriminatory manner. The Civil Rights Division (CRD) would like to thank all Title VI Liaisons for their divisions and regions, who were responsible for ensuring employees in their respective work areas had access to and participated in the training. Without their diligence and coordination efforts, the training would not have been as successful.

Additionally, we would like to acknowledge and thank Avery Poor (HR Division), David Halem (IT Division), and Pamela Sharp (CRD), for their collaboration in the preparation of the 2018 training module. The CRD is pleased to announce that 3,925 employees successfully completed the training, obtaining 100% participation.

The Mission of the Civil Rights Division is to ensure adherence to Equal Employment Opportunities, Title VI, and Small and Disadvantaged Business Initiatives.



2018 Title VI Advisory and Liaison Meeting

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The Title VI Program held the last of its biannual Title VI Liaison and Title VI Advisory Committee meetings on September 26. During the respective meetings, Title VI staff shared the results of the Annual Employee Title VI training, sharing that TDOT had reached of training 100% of the workforce. Pamela Sharp thanked all of the committee members, acknowledging their significant role in TDOT's success.



Title VI Liaisons

Cynthia Howard discussed the internal Title VI assessments, a survey distributed to each division to report on its Title VI programs and efforts. Howard explained the importance of completing and returning the assessments as the information provided will be included in TDOT's Title VI Implementation Plans.



Cynthia Howard, Title VI Program Director speaking to the group

2018 FHWA and THRC Implementation Plans

The Civil Rights Division (CRD) Title VI Program Staff is required to report, annually, on its Title VI activities to the Federal Highway Administration (FHWA) and the Tennessee Human Rights Commission (THRC). The CRD is only required to submit annual updates (which delineate program changes and highlights compliance reviews, accomplishments, outreach efforts, and Title VI complaints and resolutions). These reports, federal and state plans, provide the CRD an opportunity to highlight its interdisciplinary approach to accomplishing Title VI compliance within TDOT. Furthermore, it provides a platform for demonstrating how the CRD endeavors to ensure TDOT subrecipients are in compliance with Title VI of the Civil Rights Act of 1964. More importantly, it provides FHWA and THRC an opportunity to distinguish the “what, when, why and how” behind TDOT's Title VI Program's implementation and execution of the Federal and State mandates.

The CRD's Title VI Implementation plans are due for submission on or before October 1, 2018.



2018 TSU NSTI Program

TITLE VI E-News

Annually, the CRD administers the National Summer Transportation Institute Program (NSTI), which gives the Title VI staff an opportunity to focus on inspiring and shaping tomorrow's leaders. The NSTI is a four-week, federally funded summer program developed to increase the awareness of middle and high school students to the engineering field and other transportation related careers.

The College of Engineering, Technology and Computer Science at Tennessee State University (TSU) in cooperation with FHWA, TDOT, United States Army Corps of Engineers, and the Metropolitan Nashville Airport Authority sponsored this year's program. The 2018 NSTI was held on the campus of TSU from June 4 – June 28, 2018. Twenty 10th and 11th grade students from across the United States participated in this year's program. The students' schedule consisted of classroom activities, field trips, guest speakers, and the Commissioner's Luncheon.

TDOT Week, June 4th – 8th, was observed the first week of the program. This week was filled with volunteer speakers from TDOT. The speakers delivered engaging presentations about their roles and responsibilities at TDOT and career opportunities available in the field of transportation. This year's speakers included the following: Diarra Fall, Transportation Project Specialist, Traffic Operations Division; Ryan Robinson, Environmental Supervisor, Archaeology, Environmental Division; Tanisha Hall, Director, Long Range Planning Division; Larry McGoogin, Assistant Director, Long Range Planning Division, Comprehensive Planning; Melanie Murphy, Planning Specialist, Long Range Planning Division and Susan Steffenhagen, Planning Specialist, Long Range Planning Division.

On the final day of TDOT week, the students had lunch with TDOT Commissioner, John Schroer; Joe Galbato, Deputy Commissioner / Chief Financial Officer and Toks Omishakin, Deputy Commissioner / Chief of Environment and Planning. Additionally, Deborah Luter, Civil Rights Division Director and Jay Norris, Director Occupational Health & Safety Division, were present and spoke briefly about their roles and responsibilities at TDOT. The "Commissioners Luncheon" is one of the highlights of the four-week program. The informal luncheon gives the students an opportunity to discuss topics relevant to the transportation industry, TDOT, and its work environment, while meeting key members of the senior management staff. The CRD would like to take this time to thank our dedicated speakers.





TDOT Commissioner's Luncheon

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Commissioner John Schroer Speaking to the
NSTI Participants



Deputy Commissioner/ Chief Financial Officer-
Joe Galbato



Commissioner Schroer and
Deputy Commissioner Toks



Toks Omishakin, Deputy Commissioner /
Chief of Environment and Planning



Deborah Luter, Civil Rights Division Director



Jay Norris, Director Occupational Health &
Safety Division



Amari Meddling, NSTI Student President extended a
special thanks to TDOT for administering the program



NSTI Field Trips

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Week One (TDOT Week) : Music City Star Field trip to the Lebanon Headquarters



Week Two (FHWA Week): Field Trip to the TDOT Tennessee Management Center (TMC)



Week Three (Corps. of Engineers): Field Trip to the US Army Corps of Engineers Nashville District



Week Four (Airport): Field Trip to the Nashville International Airport



TDOT NSTI Speaker's

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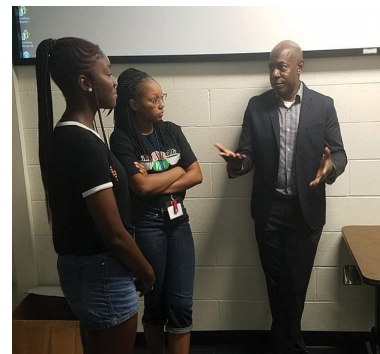
Day One: Diarra Fall, Transportation
Project Specialist, Traffic Operations Division



Day Two: Ryan Robinson, TDOT Environmental Division,
Archaeology Supervisor



Day Three: Tanisha Hall, Director,
Long Range Planning Division



Larry McGoogin, Assistant Director,
Long Range Planning Division,
Comprehensive Planning



Susan Steffenhagen, Planning Specialist,
Long Range Planning Division



Melanie Murphy, Planning Specialist,
Long Range Planning Division